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Our Community Matters is your free community sector update, brought to you by Our Community – the premier online destination for Australia's 600,000 community groups and schools. [Click here](#) to receive your free copy.



Contents

1. [Board Builder Conference 2011: a fresh agenda](#)
2. [Fight for fair pay continues](#)
3. [Around the States: New Vic ministerial line-up; SA proposes charity changes](#)
4. [Our Community Training: We've been everywhere, man!](#)
5. [Around You: New website provides free event marketing and promotion](#)
6. [HUGE grantmakers' conference program unveiled: grantmaking grows up](#)
7. [Announcing the 2010 Photo Bank Award winners!](#)
8. [Great Australian Leaders in Focus: John Roskam](#)
9. [Is your inbox ruining your life? Set yourself free! We did ... \(for a day\)](#)
10. [Finally – a BIG win for advocacy!](#)
11. [Giving & fundraising news](#)
12. [Share the Knowledge: Board portals](#)
13. [Marketing Guru: 'tis the season for giving ... and learning](#)
14. [News from the US: Are tax breaks broken?](#)
15. [First there was the Ashes, now this!](#)
16. [Community Sector Briefs](#)
17. [Good Moves: Community sector jobs & board vacancies](#)
18. [Fast Forward](#)
19. [About Our Community](#)

1. Board Builder Conference 2011: a fresh agenda

Passion alone is not enough to provide good stewardship – modern community boards, whatever their size or style, need to be knowledgeable, responsible and, above all, adaptable.

The world is changing around us: government attitudes are changing; the regulatory environment is changing; media imperatives are changing; our service users and members are changing.

Yet many community groups are still operating according to old models and outmoded practices.

It's no longer OK to say that we do things this way because that's the way they've always been done.

A new agenda is required. Community sector boards and management committees need to find a way to protect and respect the origins of their organisations, while finding a way to adapt to modern conditions.

The program for the Board Builder Conference 2011 has just been released.

This is the conference for all people who sit on a board, manage a board, work with a board, or want to get on a board. It will help you get started or continue on the path to modernisation of your board.

The conference will be held at Moonee Valley Racing Club in Moonee Ponds, Melbourne, on Friday, February 18, 2011. Keynote speakers include:



Prof. Rob Moodie

The CEO of VicHealth from 1998-2007, and the former Chair of Melbourne Storm, Prof. Moodie is the inaugural Chair of Global Health at the Nossal Institute for Global Health.

A Teacup in a Storm: How to lead when things turn sour



Paul Ronalds

Paul Ronalds has extensive experience working in and writing about community issues in Australia. He is currently the First Assistant Secretary of the Office of Work and Family in the Department of Prime Minister & Cabinet – the division that houses the new Office for the Non-Profit Sector.

Leading through Change: What's next for the community sector?



Carol Schwartz

Carol is a visionary leader who works with innovative people, organisations, systems and communities to achieve transformative outcomes. Recently she founded the Women's Leadership Institute Australia where she is working to help rectify the dearth of women in leadership positions.

Advancing Women: Finding a new way forward

The conference will also feature concurrent sessions on:

- Minimising Risk (and what to do when things don't go to plan)
Facilitated by **Murray Baird, Principal, Moores Legal**
- Updating your Constitution
Facilitated by **Patrick Moriarty, Director, Institute of Community Directors Australia (ICDA)**

- Appraising & Remunerating the CEO
Facilitated by **Kathy McLean, Executive Search Consultant, Fish & Nankivell Ogilvie Watson**
- Understanding Finances
Facilitated by **Sinclair Taylor, Head of Westpac Financial Education**

Kylie Cirak, public relations, partnerships and workplace volunteering specialist, **James Demetriou**, co-founder and Executive Officer of Sports Without Borders, and **Brett de Hoedt**, founder and Mayor of Hootville Communications, will join others for the Board Doctor session at the conclusion of the day – providing specialised answers to all your Board questions.

Find out more and book your spot at www.ourcommunity.com.au/boardbuilder2011



[Back to Top](#)

2. Fight for fair pay continues

The prospect of [Fair Work Australia](#) ruling in favour of better pay for community workers is being tarnished by concern about how any pay increase will be funded.

In its submission to the Fair Work Australia (FWA) equal remuneration case, the Federal Government has qualified its earlier support for an equal remuneration principle, cautioning that any additional government funding provided to cover a wage increase will come at the expense of other services.

But the community sector has in turn warned that lack of government funding will result in reduced services.

If the Fair Work case is successful, some of the smallest community organisations may have no option but to close without additional federal and state government funding to meet increased wage costs.

The Australian Services Union (ASU), which took the case to the Fair Work Australia, says discussions with the Federal Government regarding its submission have been encouraging, but the ASU nevertheless believes the case will be hard-won, if it is won at all.

Fair pay [rallies](#) are scheduled in Victoria, Tasmania, New South Wales, the ACT and South Australia for midday on December 15.

Community-based organisations including Community Employers WA and ACT disability services provider Koomarri have said in their submissions to the FWA that without additional government finances, services will have to be reduced to finance pay increases.

The Victorian Government is the only state government to have said it will accommodate an FWA decision, though in Queensland state awards have already increased pay rates in the community sector in recent times.

The submission to Fair Work Australia made on behalf of former Victorian Minister for Industrial Relations Martin Pakula said Victoria had undertaken to back the FWA's decision by factoring any wage increases into departmental service agreements.

The then Victorian Shadow Minister for Community Services, Mary Wooldridge, who is now Minister for Community Services, said [a Coalition Government would match](#) the recently ousted Labor government's commitment.



Catholic Social Services Australia (CSSA) and the Catholic Commission for Employment Relations (CCER) have noted in their submission to Fair Work Australia that even with current levels of government funding, limited non-government funds are used to meet market rates and attract and retain skilled staff.

“If Fair Work Australia determines to increase rates of pay, it would be essential that State, Territory and Commonwealth Governments fully adjust funding to provide for such increases in a timely way. It would also be essential for government to fund transition packages or adjustment funds to allow existing services funded from other sources to move to the new arrangements without requiring an immediate and dramatic reduction in services,” the CSSA and CCER submission says.

“Failure to fund this transition would force many not-for-profit social services organisations to reduce their level of service, to reduce the number of employees and/or to withdraw entirely from some areas of service provision.”

The ASU lodged the test case with Fair Work Australia earlier this year, based on new equal remuneration laws embedded in the Fair Work Act.

Community sector workers are paid up to 37% less than people doing equivalent work in the public service and hospitals.

[Back to Top](#)

3. AROUND THE STATES: New Vic ministerial line-up; SA proposes charity changes

The Liberal-National Coalition has finalised its ministerial line-up after its shock win in last month’s Victorian State Election.

Ted Ballieu has been sworn in as Premier, with National Party leader Peter Ryan his deputy. Among others in key posts are:

- Kim Wells (Treasurer);
- David Davis (Health and Ageing);
- Matthew Guy (Planning);
- Terry Mulder (Roads and Public Transport);
- Martin Dixon (Education); and
- Robert Clarke (Attorney General, Finance).



New Victorian Community Services Minister Mary Wooldridge

It’s worth noting that of the 23 new ministers, only four are women. One of them, Mary Wooldridge, who is admired by many on all sides of politics for her intellect and progressive views, will have responsibility for the community sector through her portfolio of Mental Health, Women’s Affairs and Community Services.

Louise Asher has Innovation, Services and Small Business and Tourism and Major Events; Wendy Lovell has Housing, Children and Early Childhood Development; and Jeanette Powell has Local Government and Aboriginal Affairs.

As the new government embarks on its term in office, the Victorian Council of Social Services (VCOSS) has given the Coalition mixed marks on its policy platform.

VCOSS CEO Cath Smith has described the community services policy as “a well thought out approach to engaging with the community sector,” although she notes that adequate resources and investment – often not yet detailed – would be needed to back up the commitments.

“VCOSS welcomes the focus on reducing red tape both for the community sector and for families. This builds on the valuable ongoing work by the sector and relevant departments to reduce the regulatory burden, which is positive,” she said.

“The focus on improving the outcomes for people with a disability and their families recognises the value of collaborative approaches. We welcome investments into supported accommodation but are disappointed by the absence of additional funds for Individual Support Packages and the Aids and Equipment Program.

“The announcements to better support vulnerable children and their families are a positive step forward. Also welcome is the investment in out-of-home care, particularly the health and education assessments for children entering residential care – as this has the potential to redress poorer outcomes for this group.”

However, not every part of the Coalition’s election platform met with VCOSS approval. In its *Cause Not Consequence* document (available [here](#)) aspects of the undertakings, as benchmarked before the election against 20 key VCOSS questions, received a much frostier reception. VCOSS criticised the new government over:

- Areas of planning;
- Problems with public transport access;
- Lack of funding to address homelessness;
- Lack of investment in early childhood services;
- Lack of funding for family support and integrated early intervention services; and
- Lack of commitment to improve accessibility for those with disabilities.

Sweeping changes proposed for South Australian charity rules

A proposed shake-up to South Australian legislation will see the state’s charities forced to reveal how much of donors’ money is being used on administration, and will give those who sign up for recurrent donations more power to change their mind or end the arrangement at any time.

According to SA Gambling Minister Tom Koutsantonis, the planned changes – part of a draft new Code of Practice – are aimed at ensuring greater integrity and disclosure among charities.

“The majority of charities, and the thousands of volunteers and workers who support them, do the right thing,” Mr Koutsantonis told the *Adelaide Advertiser*. “But this Government is determined to stamp out any dodgy practices.”

Among the changes are:

- Charities must publish fund details on the government’s charities website.
- Hours in which groups can door-knock to collect money will be restricted, while charity collections on Easter Sunday, Good Friday or Christmas Day will be prohibited, except for internet donations (now might be a good time to register your appeal at www.GiveNow.com.au).
- Collectors will have to wear standardised ID badges with their name, contact details and the licence number of their charity, as well as the name of the collector and information about the SA Government charities website and advice line. These measures are similar to those recommended by the Fundraising Institute of Australia’s Standard of Face-to-Face Fundraising Practice (<http://tinyurl.com/pl6r2r>).
- Those who sign up for periodic or ongoing donations will have a 10-day cooling off period during which they can reverse their decision. Donors can also end such agreements at any time they wish.

The proposed changes can be viewed on the Charities SA website – www.charities.sa.gov.au. Public consultation on the proposed new Code of Practice will continue until mid next month.

The government will also write to each South Australian charity about the draft code, encouraging them to have their say.

[Back to Top](#)

4. Our Community Training: We’ve been everywhere, man!

In the past few years, Our Community trainers have travelled the length and breadth of Australia delivering tailored programs to every conceivable type of organisation in many locations throughout the country (check out our map below).

Tailored training programs can be designed and delivered to meet your needs in any area of our eight areas of community practice:

- Grants & Fundraising;
- Boards, Governance & Leadership;

- Finance, Insurance & Risk Management;
- People Management;
- Strategic Planning, Review & Revitalisation;
- Communication and Promotion via the Web;
- Community Engagement & Advocacy; and
- Marketing & Media.

Individuals, organisations, councils or peak bodies may also like to arrange for our scheduled training events to be held at a location convenient to you.

[Click here](#) to find out more about our tailored training programs or call Alan on (03) 9320 6805.



Our Community also delivers a range of scheduled training opportunities in venues across the country. The 2011 program will be released early in the New Year, but early birds should note these upcoming opportunities:

Diploma of Management

The Diploma in Management provides a widely respected, nationally recognised qualification for those working in Australian not-for-profit community organisations who are keen to consolidate their management experience or move to the next level in their career.

Learn how to recruit, support and manage people in a way that brings out their best, develop teamwork capacities, improve the experiences of your organisation’s clients and other stakeholders, and manage projects, budgets and financial plans.

The program has been developed by Our Community in partnership with Franklyn Scholar and IBSA.

See next page for upcoming dates.

Location	Date	Time	Venue
Melbourne	7-11 March	9:00am-5:00pm	Melbourne Multicultural Hub 58 Elizabeth Street MELBOURNE VIC 3000 Room: Purple Room
Sydney	21-25 March	9:00am-5:00pm	Hyde Park Inn 271 Elizabeth Street SYDNEY NSW 2000 Room: Forum Two
Brisbane	11-15 April	9:00am-5:00pm	Chifley at Lennons Brisbane 66 Queen Street BRISBANE QLD 4000 Room: Flinders Room
Melbourne	9-13 May	9:00am-5:00pm	Melbourne Multicultural Hub 58 Elizabeth Street MELBOURNE VIC 3000 Room: Purple Room
Perth	23-27 May	9:00am-5:00pm	Mantra on Murray 305 Murray Street PERTH WA 6000 Room: Conference Room 1

For more information on the Diploma of Management and to browse the other training opportunities available, visit www.ourcommunity.com.au/scheduledtraining

[Back to Top](#)

Got an event in 2011?

Standard MC **Brett**

One MC understands your sector, your issues and your audience. He also understands funny.

www.hootville.com

5. AROUND YOU: New website provides free event marketing and promotion

A new web hub is offering community groups the opportunity to spread the word about their events to a large, motivated web-based audience.

AroundYou (www.aroundyou.com.au) is a new website which gathers, collates and organises all manner of events, as well as allowing people to search online for event near them simply by providing their postcode or location. The bonus of the site is that visitors are generally looking for things to do near where they live.

According to site founder Michael Dovey, AroundYou has four key aims:

1. To empower people with knowledge about what's on in their local area.
2. To make it easier for people to connect with each other in the real world.
3. To provide accurate, reliable and up to date information for all areas of Australia.
4. To help community organisations to freely promote their events, activities and fundraisers.

"Participating in social activities not only helps to generate a sense of belonging to the community, but it is also important for your health and happiness," Mr Dovey said.

"We know from studies carried out by the National Heart Foundation that being socially isolated is a significant risk factor for heart disease and increased mortality and that it is of equal significance to the higher profile risk factors such as smoking and obesity.

"Our vision for AroundYou is to have a website that helps people easily find things to do in their local area. This is something that other websites, event guides and search engines have struggled to do well in the past."

Mr Dovey said the site provided a way for people to find a fun event or activity for the weekend, to become more engaged with their community and become socially connected in the real world.

AroundYou has already made an impact, recently winning the Australian Centre for Social Innovation's *Bold Ideas, Better Lives* challenge.

To post your event on the AroundYou website, all you have to do is create an account and then add the information you would like displayed.

There is no charge to list or search for an event, with income for the site expected to be drawn from locally based advertising.

For more information, visit www.aroundyou.com.au or click the image below.

aroundyou.com.au ► find, create and share local events and activities

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hello, let's get local.

enter your suburb

Enter a postcode or suburb go →

what's on
Find local events and activities that are happening around you

places to go
See what's happening at your favourite places

share it
Share the things you like across your favourite social networks

make it happen
Get your ideas off the ground and find support with Make it Happen

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6. HUGE grantmakers' conference program unveiled: grantmaking grows up

The Australian grantmaking landscape has undergone a distinct shift in the past decade, becoming more professionalised, more responsive, more sophisticated.

But still there's much work to be done.

Government, corporate and philanthropic grantmakers are being urged to attend the Best Practice in Grants Management Conference 2011 and add their voice to the emerging conversation about the future of grantmaking in Australia.

The program was unveiled today by the Australian Institute of Grants Management (AIGM), a division of Our Community.

This year's conference comprises three components:

- The main event on Friday, February 25;
- A half-day Masterclass exclusively for local government grantmakers on Thursday, February 24; and
- A half-day SmartyGrants Bootcamp for new and existing SmartyGrants users, also on February 24.

Grantmakers can choose to attend any one, two or all three components.

Highlights of the main conference, which will be held at the RACV Club in Bourke St, Melbourne, include:

- The launch of a **new Australian grantmaking framework** by Victorian Community Ambassador and former Victorian Premier Joan Kirner
- A keynote speech by Simon Herd, Director of Grantmaking Reform, Australian Institute of Grants Management (AIGM) on **'Why grantmaking must grow up'**
- A panel session presenting **new ways of practising grantmaking**, including using an "expressions of interest" phase, moving to online applications and introducing online assessments
- A keynote speech by social entrepreneur Peter Kenyon (Bank of I.D.E.A.S.) on **easing grantees off the treadmill** and putting in place real sustainability.

Anchored by Fiona Dempster (Director, AIGM), the conference will also feature four concurrent sessions:

1. **Green Grants:** How to give money for environmental projects
Facilitated by Amanda Martin, Australian Environmental Grantmakers Network (AEGN)
2. **Getting Started:** Survival tips for new kids on the block
Facilitated by Barry Smith, Director, Australian Institute of Grants Management
3. **Providing Grants Feedback:** How much is enough?
Facilitated by Stacey Thomas, Myer Family Office
4. **SmartyGrants:** Latest developments in the AIGM's best practice grants management system
Facilitated by Kate Caldecott, Director, Australian Institute of Grants Management

You can find out more about the conference, as well as the Masterclass and Bootcamp at www.grantsmanagement.com.au/gmc2011



REGISTER ONLINE FOR
GRANTS MANAGEMENT
CONFERENCE

[Back to Top](#)

7. Announcing the 2010 Photo Bank Award Winners!

Congratulations to the winners of the 2010 Photo Bank Awards. We'll let the pictures do the talking.

WINNER– the photo that best exemplifies the work of the Australian community sector



AWESOME Arts Creative Challenge 'Feast' Program visits the Bright Young Things of Jarlmadangah Burru Aboriginal Community (south-east of Derby WA). The young people had lots of fun making artworks out of food products.

Photographer: *AWESOME Arts for AWESOME Arts Australia Ltd*

WINNER – People's Choice Award



The Tutti Ensemble is a recognised leader in community cultural development and disability culture in South Australia. Tutti offers opportunities to both disabled and non-disabled people of all ages to become involved in the visual, performing and digital arts. The Tutti Choir is pictured at the World Youth Day concert.

Photographer: *Ben Macmahon for Tutti Ensemble*

The Photo Bank Awards are an initiative of Our Community and Australia Post.

The winners of this year's competition will receive a total of \$2500 in cash prizes – \$1000 for the photographer, and another \$1500 for the nominated community group.

There were so many terrific entries, making the final choice extremely difficult.

Here's just a tiny selection of some of the other fantastic pics available for free from the site for any community group needing a great image to illustrate their work. Visit www.ourcommunity.com.au/photobank. The community groups nominated in the eight "highly commended" photos will receive a free book courtesy of Our Community.



A sight impaired participant from Blind Sports Victoria's, 'Blind Tennis Program' held at the Melbourne Tennis Centre's indoor courts

Photographer: *Thomas Webb for Blind Sports Victoria*



Swimming gives Stephen freedom of mobility while being supported by Michael at the Renmark Camp for Children with Disabilities

Photographer: *Jessie Flavel for Community Accommodation & Respite Agency (cara)*



Cabramatta Community Centre workers at Equal Pay Rally, June 2010.

Photographer: *Evgueni Singatouline for Fairfield Migrant Resources Service*



Veggie Village Community Garden celebrates the Winter solstice by picking fresh produce from the gardens and cooking pizzas in our community made cob oven.

Photographer: *Bruce Molloy for Veggie Village Community Gardens*



A Jan Juc patrolling member assists an injured nipper during the Surf Education Program

Photographer: Andrew Mather for Jan Juc Surf Life Saving Club



I work at the animal welfare league in Queensland, taking photos of these beautiful animals. One day I went into the cat pen and saw these 3 cats standing guard and looking very funny. I love my job here because I get to help these gorgeous animals find their new forever homes.

Photographer: Jane Hickling for animal welfare league



One of Kyogle's community champions in the Active Kyogle project, which is working to get people in the Kyogle Local Government area to improve their health and wellbeing.

Photographer: Brett Hamlyn for Kyogle Together



Spinal Education Awareness Team (SEAT) volunteer Scott Stidston explains how he sustained quadriplegia in a motorbike accident and injury prevention messages to children from an Early Learning Centre in Townsville. SEAT presenters have spoken to more than 1.3 million QLD school children since 1987.

Photographer: Ashley Roach from Fullframe Photographics for Spinal Injuries Association

[Click here to view more great pics!](#)

[Back to Top](#)

8. Great Australian Leaders in Focus: John Roskam

The **Our Community Leaders** initiative was created by Our Community to highlight community leadership in Australia. Each interview is designed to excite and stimulate discussion on the important elements of leadership as well as providing some personal insights that can serve as lessons or guides for other younger and emerging leaders.



Leadership interviews appear in this newsletter and are also available via the Community Leadership Centre: www.ourcommunity.com.au/leadership. We are very grateful for the many Australian community leaders who have agreed to take part in this series and we hope it enlivens discussion, debate and directions on what is the true meaning of community leadership.



This month's interview is with **John Roskam**, the executive director of the Institute of Public Affairs, a free market thinktank.

Before joining the IPA in 2004, John taught political theory at the University of Melbourne. He has previously been the executive director of The Menzies Research Centre in Canberra, has been a senior adviser and chief of staff to federal and state education ministers, and was the manager of government and global affairs for a global mining company.

Who do you consider to be three great leaders of our time and why?

- Elaine Henry at the Smith Family – she drove organisational change and presented a vision for an entirely new sort of organisation
- Cardinal George Pell – for never shirking from his beliefs and commitments
- Geoffrey Blainey – for his intellectual leadership in shaping how Australians see themselves.

What are the three attributes you would consider to be essential to a leader?

Perseverance, vision, ability to communicate.

What are the greatest barriers to new leaders emerging in Australia?

Narrow-mindedness from opinion makers and a lack of willingness to challenge prevailing orthodoxy.

What advice would you give to a potential leader to take them to the next stage?

Be brave.

What three insights have you gained personally and on your leadership journey?

- Seek out and listen to people who know more and are smarter than you
- Face up to the fact that you'll always make mistakes
- Don't be afraid to get angry at yourself

Who have been your own leadership mentors and how did they assist in developing your own leadership style?

Don Hayward and David Kemp were two education ministers who I worked for. Don always emphasised planning and communication. David was always questioning and engaging while he sought out different viewpoints.

Thinking about your own leadership journey, what are you most proud of and what would you change if you could?

Doubling the size and reach of the Institute of Public Affairs. Wouldn't change anything – everything is a learning experience.

If you had a magic wand, what would you change about community life in Australia right now?

Reduce the government regulation that inhibits the growth of civil society.

[Back to Top](#)

9. Is your inbox ruining your life? Set yourself free! We did ... (for a day)

Anyone who knows the Our Community culture knows that we are very attached to our technology.

We're particularly fond of email.

So it came as quite a surprise to staff when Managing Director Denis Moriarty announced an email-free day last month – no emails were to be sent or received on the appointed day.

We promised to share the results of our email-free experiment, so here goes:

Initial reactions

Initial reactions ranged from "Great"; and "Fine"; to "Shock" and "Intrigue"; right through to "Dread! How will I get my work done?!" and "Stupid!"

Best things about no-email day

- **No interruptions, no compulsion to flick from task to task** ("There was a strange sense of freedom in not having to check emails and not having a new message pop up in the corner of my screen every few minutes"; "I could focus on other work and not feel completely at the whim of email correspondents")
- **Space to tackle important work that usually gets neglected** ("I could concentrate on the tasks at hand rather than dealing with a stream of emails. Also found myself thinking about new approaches to things. So, I think it frees the mind to some extent")
- **More staff interaction** ("Seeing people get off their chair to talk to other staff rather than email them"; "I appreciated the additional banter in the office")

Some of the less charitable members of staff also took a perverse delight in "watching the suffering" of others.

Worst things about no-email day

- **Return to the pre-email days of clunky admin** ("Taking messages (on paper) – would normally email messages")
- **A drop in productivity in some areas** ("Not being able to respond quickly and easily to inquiries")
- **Reduced social connection** ("Lack of connection to the outside world"; "No jokes")
- **The preparation** ("Having to prepare the day before by taking documents out of Outlook and printing out email text")
- **The aftermath** ("The next morning"; "The catch-up the day after"; "Work having to be diverted")

Not surprisingly, some staff members suffered more than others – "I am addicted to email. I got withdrawal symptoms"; "(Some people were) whinging ... as if their arms were cut off".

Did staff learn anything about themselves?

Responses ranged from "Yes, I'm not as reliant on email as I thought" to "I learned that I love email!"

The experiment brought out the grumpier side in some of our staff members ("A sense of schadenfreude"; "I'm not a people person"; "I am turning into a grumpy old man"), while most acknowledged the benefit of removing the "distraction factor" out of the workday – "I learned that emails are a huge distraction to completing other tasks"; "I enjoyed not checking emails, they can be distracting"; "I learned that I get very distracted by streams of email coming in and my work priorities probably suffer"; "I need to switch off more from my email – even a 'no email hour' might be useful"; "I work better with fewer distractions"; "That I probably don't need to worry so much that someone wants something from me NOW rather than in a few hours or tomorrow"; "Not having access to emails won't kill you!"

Was it successful?

Mostly, yes:

- 89% of staff deemed the experiment successful; 11% said “yes and no” (no one said it was a complete failure).
- Just over half the members of staff admitted to cheating during the day, citing “urgent need”.
- We asked staff if no-email day had allowed them to tackle important work that had previously been neglected. The responses were split evenly at 33.3% each: “yes”; “no” and “yes and no”.
- We asked staff to say how often they would like an email-free day, if the experiment were to be repeated regularly. Just over 72% said “monthly”; 22% said “less frequently” than monthly; 11.1% said “weekly”, while 6% said “never again!”



We also asked staff if they thought the experiment would change their workplace behaviour at all, and why. About a third of respondents said it wouldn't. Those who did think their behaviour would change identified the following changes:

- “I will be more aware of being diverted by email.”
- “I think that a no-email day will change the behaviour as we become more inclined to use verbal communication.”
- “It will get people communicating more directly face-to-face rather than just sending an email to someone 10 steps away from them!”
- “I think I'll keep my inbox better organised and deal with emails in batches rather than as they come in, and worry less about the lower priority emails that come in so that I can concentrate on the higher priorities and more strategic work.”
- “I will trial allowing myself several hours at a time where I don't look at my email, and then send/respond in batches.”
- “I want to continue with mini ‘no-email hours’.”
- “Less email looking and more concentrating on pressing matters.”
- “Will now switch off email and connect every so often.”

Staff suggestions for the future

- Allow some time (e.g. one hour in the middle or towards the end of the day) to allow staff to attend to urgent emails.
- Alternate/substitute with a “no phone day”; and/or a “no internet day”; or a “no new tasks day”.
- Encourage people not to simply put off work during the email-free day, but to use other means of communication.
- Allow work-related email; just restrict “social” emails.
- Allow external email; just restrict internal emails to improve office communications
- Exempt from the ban staff in critical email-related roles (e.g. customer service).

Would we recommend it?

Yep – give it a go. You might be surprised what you discover.

[Back to Top](#)

10. Finally – a BIG WIN for advocacy!

Sunshine and puppies and rainbows and jelly beans and the Tax Office losing in the High Court – what’s not to like?

The High Court has just given its decision in the Aid/Watch case ([Aid/Watch Incorporated v Commissioner of Taxation \[2010\] HCA 42 \(1 December 2010\)](#)) in favour of a broad interpretation of what constitutes a charity, and the pop of champagne corks can be heard from board meetings across the sector.



The fight started four years ago, when Aid/Watch was booted off the Tax Office’s list of charities because, the ATO said, it was engaged in political activities. It wasn’t relieving poverty itself, it was advocating for particular ways of relieving poverty – ways that involved criticising the way the Australian Government was doing it now.

Aid/Watch appealed this decision to the ATO and lost, and then appealed to the Administrative Appeals Tribunal and won. The ATO then appealed to the Federal Court and won, and Aid/Watch then appealed to the High Court and won (and one lesson from the case is that if you’re fighting for a principle in the courts, you can expect to be there for a good long while).

Aid/Watch is fighting far above its weight. In 2006 it had total income of approximately \$130,000, a small number of part-time staff, and many enthusiastic volunteers. An enormous amount of work had to be done by its lawyers (Maurice Blackman & Co) acting pro bono, and the demands of the litigation must have cut sharply into its other work. However, the struggle (which, it must be noted, was backed by other, larger not-for-profits) was worth it. One spokesperson said:

It's fantastic. The vision is quite remarkable. The court's made a wide decision – one that allows charities to speak out fearlessly to generate public debate to push government to change on issues that are relevant to the work they do.

It overturns 90 years of Australian law. It removes a political disqualification that appeared to exist in Australian law not only removing that disqualification, but swinging the pendulum quite to other end in that it recognises that engaging in public debate is a public benefit in itself.

The law on charities in Australia was (and still is) that not every purpose beneficial to the community is a charitable purpose; the purpose must be “within the equity of the preamble to the Statute of Elizabeth (1601)”. That requirement is in no written law – it’s defined, if you can call that a definition, by the common law, which is to say by the accumulation of maxims garnered from the decisions of particular judges in particular cases over the past 410 years.

The maxim that had previously kept advocacy out of the money was that “a trust for the attainment of political objects has always been held invalid, not because it is illegal (for every one is at liberty to advocate or promote by any lawful means a change in the law) but because the Court has no means of judging whether a proposed change in the law will or will not be for the public benefit”. If the people who were charged with enforcing the law were saying that it was to the public’s benefit to change the law, wasn’t that inconsistent?

The advantage of the common law, though, is that (not very often, to be sure, and not very speedily) it can change to take account of changing circumstances and changing public perceptions. As the High Court’s judgement says (and notice, too, that for a judge a century is almost the smallest available unit of time):

While the essential characteristics of charitable purposes do not change, what will satisfy those purposes changes with society. What is charitable is to be determined in accordance with contemporary community values. A contemporary activity may be charitable now, though it would not have been charitable a century ago, or less.

Back in the day, law was viewed as something fixed and immutable. The King and his ministers spoke, the King’s subjects obeyed. Now we tend to believe in the classic liberal creed that the truth – or at least good policy – emerges from the clash of opposing views, and that the process of public discussion is valuable in itself.

The system of law which applies in Australia thus postulates for its operation the very “agitation” for legislative and political changes of which Dixon J spoke in *Royal North Shore Hospital*.... it is the operation of these constitutional processes which contributes to the public welfare.

As Elizabeth Shea, one of the lawyers involved, says,

Firstly, ... the distinction between politics and charity is not clear: it is no longer possible to imagine a charity that would abstain from policy debates, and the pursuit of charitable purposes has become inseparable from policy advocacy.

Secondly, the High Court noted that “agitation” for legislative and political changes has long been part of Australian democracy and is reflected in our Constitution. This is significant because the decision to withdraw Aid/Watch’s charitable status had the potential to restrict freedom of political communication. In 1992, the High Court had recognised that free political communication was a necessary part of our representative democracy, as established by the Australian Constitution.

So what does this mean for other Australian community groups?

At best, lawyers say the result would be that charities can speak out fearlessly, can generate public debate and can push the government for change on issues that are relevant to the work they do – the advancement of education, say, the eradication of poverty, or the rights of refugees.

This would withdraw a threat that has been hanging over all those Australian groups that are at some point inevitably involved in advocacy.

Other outcomes are still possible, though. At the moment, we’re faced with more uncertainty as the exact limits of this ruling are worked out over time. If the Tax Office is a bad loser it can still make trouble for groups that have better things to do than spend four years in litigation. And, of course, the government could always legislate to restore the status quo.

The odds are, in fact, that the government will now somewhat reluctantly have to pass a law that provides some definition of what is and isn’t a charity. It’s had enough prompts: of the many inquiries into the sector over recent years, most have recommended just that.

- The Inquiry into the Definition of Charities and Related Organisations (2001) recommended that *The charities commission should be tasked with ... modernising and codifying the definition of a charity.*
- The Senate Standing Committee on Economics report on Disclosure regimes for charities and not-for-profit organisations (2008) recommended *That the principles enabling charitable purposes to be identified be set out in legislation.*
- The Report on Australia’s Future Tax System (Henry Report) (2010) recommended that *The charities commission should be tasked withmodernising and codifying the definition of a charity.*

Despite this, any move to new laws has been sitting in the very overcrowded Too Hard basket for quite a while. The main effect of the Aid/Watch case may be that it makes doing nothing an even more unsatisfactory option for the government.

It’s about time that community groups, and the not-for-profit sector as a whole, start putting down on paper what they actually want to see in any new laws.

And while you’re doing that, you might give some thought to what the High Court’s decision would mean for organisations that aren’t quite as straightforward as Aid/Watch.

If we say that attempting to change government policy is a proper charitable purpose, where does that stop, and what would that mean?

Aid/Watch, after all, has a budget of just \$130,000 and is dedicated to global social and environmental justice; the hypothetical not-for-profit *Billionaires United To Cut Taxes* could be expected to do considerably better than that financially and not necessarily have the country’s best interests at heart.

We must be careful what we wish for.

[Back to Top](#)

11. Giving & fundraising news

GiveNow Week is now over for another year, but there are still a number of ways you can carry on the giving spirit right through til Christmas.

The 2010 Good Gifts Guide has been released and can be downloaded for free from the GiveNow website at www.givenow.com.au. It includes:

- **Merchandise/general gifts** - where proceeds go to good causes. Find out where to buy cookbooks, exotic foodstuffs, aprons, jewelry, sweets, toys (for kids and animals), sun-smart accessories, clothing, scarves, bowls, bags, diaries, prayer flags, calendars, books, photo frames, body care sets and artwork – all sold to raise funds for great causes.
- **Community development gifts** – for causes you know your loved one would support. Buy a pair of footy boots or a camping experience for a disadvantaged Australian, a carabao for a family in the Philippines, a month's education for a student in East Timor, or a toilet for a family in Tanzania.
- **Gifts for the planet.** Got an old TV or computer that you don't know how to get rid of? The Good Gifts Guide tells you where you can take your electrical appliances to be recycled. Other environmentally-themed gift ideas include help for rainforests and for land restoration.
- **Christmas cards:** spread Christmas cheer and support a community group at the same time. The Good Gifts Guide lists loads of options to suit every budget and taste.
- **Sponsorship & support** - cash gifts to good causes. Give a cash donation on behalf of your friends and family to a cause you know they would support. From support for parenting education, to meals for the homeless, to fighting against factory farming - pick a cause that you know will suit their values.



Feel free to send the guide on to all your family and friends.

You can also download the special GiveNow Week edition of GiveNow News, which will help you learn more about volunteering over the Christmas period, as well as exploring ways to enjoy a sustainable Christmas and a giving new year. Read the articles or download the December edition at www.givenow.com.au/news.

Fundraising Institute releases “tick of confidence”

In other giving news, the Fundraising Institute of Australia (FIA) has publicly launched its fundraising Code of Conduct, FIA Principles and Standards for Australian groups.

The FIA is urging members to follow the new Code and display the symbols of their membership – the FIA organisational member logo or the new FIA individual member mark, saying “donors will now be looking for that ‘tick of confidence’ for their chosen charity and its fundraisers”.

The *Australian Financial Review* reported that the FIA’s new code of conduct was designed to empower donors, describing it as “a branding move similar to the successful red tick on food bestowed by the National Heart Foundation”.

FIA chief executive Chris McMillan told the *Financial Review* that the code would make it easier to deal with complaints about charities.

“Donors have rights too. It’s their money they’re donating, and they have the right to be confident it’s being used carefully, wisely and ethically,” she said.

Members of the FIA sign an annual oath that they are complying with the code and so will automatically qualify to use the FIA’s logo in their marketing as a sign of their compliance.

Ms McMillan dismissed concerns that the move might inadvertently make smaller community groups who could not afford the FIA’s \$750 membership fee appear less credible.

She told *Our Community Matters* that the move was not a membership drive, and that she encouraged smaller organisations that did not wish to be members of the FIA to access the Code of Conduct, and promote the fact that they were operating under it.

“This is not about ostracising people,” she said.

Leveraging GiveNow

An additional way of helping community groups to prove their legitimacy in the absence of an FIA mark is to sign up for online donations using GiveNow.com.au.

The distinctive receipt issued by organisations collecting online donations through GiveNow (featured, for example, in [this article](#) on the Twitter-based origins of a \$5000 donation to beyondblue) is becoming very widely recognised among donors.

While organisations listed on GiveNow.com.au do not have to follow a code of conduct, Our Community does check to ensure that they are a properly constituted group and that they have the appropriate fundraising licenses in place.

For more information on how to sign up for this commission-free service, visit www.ourcommunity.com.au/receivedonations

[Back to Top](#)

12. SHARE THE KNOWLEDGE: Board portals

Has your organisation used, or investigated the use of, a “board portal” to help manage your board processes?

A board portal is a piece of “collaborative software” that allows board members to securely access board documents – meeting papers, minutes, etc. – and collaborate with other board members electronically.

Wikipedia says that the purpose of a board portal is to “securely support board communications and board workflows”, with benefits including reduced paper waste, faster distribution of board papers, better control of documents, better security of information, and more timely communications with and between board members.

Board portals are particularly useful for organisations whose board members have to travel long distances to meet in person, providing access to board information from any place or at any time.

They can also help to manage work distribution and monitoring of progress.

Board portals are generally provided as “software as a service”, with users paying an annual subscription for ongoing access.

A WA-based organisation is interested in finding out more about this technology and is hoping to hear from any Australian organisation that has used a board portal – which ones have you used, and what did you think of them? How much did you have to pay?

Email your responses to kathyr@ourcommunity.com.au

[Back to Top](#)

13. MARKETING GURU: 'tis the season for giving ... and learning



If your mailbox is anything like the average, it's probably getting crammed full of Christmas appeals from not-for-profit organisations.

The time is ripe for giving. It's also ripe for anyone involved in fundraising and marketing to learn from the experts, the people who have spent years learning their craft, have studied the trends and the research from overseas and at home, and have honed and tested their offerings.

Many appeal packs that arrive at this time of year come with free trinkets enclosed – charity-themed baubles for the Christmas tree, address stickers, etc. Be wary of overdoing this, especially if you're a small community group that runs on the smell of an oily rag. Donors can be very annoyed by perceived wastage and chances are you will tick off as many people as you impress.

A well-structured, stirring letter that clearly demonstrates the need for funds is still the best tool in your kit. Pick apart some of the letters you receive this Christmas and see how the pros do it.

Also note how the appeal letters you receive from the larger not-for-profits provide a variety of ways for people to donate, including an online option. This is imperative to a modern fundraising appeal, as new research has shown.

A study conducted by Dunham+Company reveals that one in three donors (37%) who give online say that when they receive a direct mail appeal from a charity they use that organisation's website to make their donation.

Unsurprisingly, the younger the donor, the more likely they are to use the organisation's website to respond to a direct mail appeal.

The study, which surveyed 510 adults via the internet during August-September this year, also found that online giving was more likely to occur as a result of an old-fashioned letter through the post than an email.

A total of 14% of those surveyed said that a direct mail letter had prompted them to give online, versus only 6% who said an email prompted their online gift.

The study found that the higher the household income, the more likely the direct mail recipient was to donate online.

"What we found was quite surprising," said Rick Dunham, President and CEO of Dunham+Company. "Not only is offline communication important to driving online giving, it is actually much more important a catalyst to generating online gifts than we had anticipated."

Mr Dunham said organisations seeking donations needed to pay close attention to the ease and relevance of their online giving facility.

"With the significant percentage of donors using charity websites to fulfill their giving – including their giving as a response to offline communication – charities must invest in a robust and easy-to-use system that will maximise this source of revenue," he said.

The study also seemed to indicate the growing importance of personal-to-person fundraising through social media. A total of 15% of respondents said their online gift was prompted by being asked to give by someone through a social media site.

Three New Year's Resolutions:

1. Collect all the charity appeal mail that arrives in your letterbox this Christmas. Resolve to put aside some time in the New Year to pick apart the letters and to plan your own appeal in good time for next Christmas.
2. If you don't have an online donations facility, get one. You can do this easily and at no charge to your organisation or the donor (other than the credit card fee) through GiveNow.com.au – [click here](#) to find out more.
3. Resolve to incorporate social media into your fundraising during 2011. If you don't know where to start, get some young people on your committee!

The Marketing Guru is an initiative of the Marketing, Media and Post Centre, the online resource provided by Our Community and Australia Post. Send your questions to guru@ourcommunity.com.au.

14. News from the US: Are tax breaks broken?

Most Australian not-for-profits probably don't appreciate fully what a great economic climate they're operating in. Over America way, now, they have real problems – real deficits, real recessions, real slash-and-burn budget-cutters. And the knives are now coming out for the not-for-profit sector.

A presidential bipartisan budget committee has recommended that the minimum level for tax-deductible donations be raised. That's not unusual in itself – the Henry tax review in Australia recommended raising the deductible level from \$2 to \$25 – but the American review suggested that you get tax credits *only for donations over the year that came in at over 2% of your annual income*.

If that applied over here, where the average income (2008 figures) is \$33,488 and the average household donation is \$523.10 and the average percentage of annual income donated is thus a maximum of 1.6%, that would disqualify almost everything.

Another proposal by an American thinktank has taken this to its logical conclusion. In their "[Restoring America's Future](#)" proposal released this week, the Debt Reduction Task Force made budget suggestions that included axing the current charity tax break system altogether.

None of the American trial balloons have really taken off, and the not-for-profit sector hasn't yet really weighed in, but still – there's a cloud on the horizon, and more will certainly follow.

Here in Australia the Federal Government firmly rejected the Henry report's recommendation on the minimum charitable deduction.

We're not entirely convinced that a higher deduction level is such a bad thing – for one thing, having the line "Donations over \$2 are tax deductible" tells the giver that \$2 is a generous gift when in fact it's a fiddly administrative nuisance – but it might be a good idea to turn our minds to just how hard we'd be prepared to fight on the issue of tax deductibility if it ever came to that. The government – any government – might well look at all the not-for-profit advocacy for policy change that will be freed up under the new High Court rules (see the [earlier article](#) on Aid/Watch case) and start to speculate about whether it really wanted to give generous tax breaks to its severest critics.

If you want to keep your entitlements, you should let the government know.

[Back to Top](#)

15. First there was the Ashes, now this!

In England, too, not-for-profits are circling the wagons against budget cuts.

The government's catchphrase is The Big Society, a move to pass responsibility from government to the institutions of civil society, seen by its proponents as a way to empower the voluntary sector and provide services that are more local, more personalised and more responsive to our community needs, and seen by its opponents as a way to shift the cost of social services by replacing paid work with voluntary work.

In the debate, though, many interesting new ideas are being thrown to the surface. Our Community has long advocated that in drawing up contracts for services with the community sector the government should not simply take the lowest bid but should look closely at the way the services are delivered. The not-for-profit sector does things differently, through community involvement, group development, and personal empowerment, and these differences are valuable to the community, and this should be recognised in the criteria.

In the UK, a private member's bill is now attempting to write this into law. Its backer, Conservative Chris White, said in [the debate](#)

What would be best is a widening of the concept of value. At present, “value” is a word that is often purely associated with financial cost. Sadly, the means of delivery and the potential benefits to communities are all too often ignored when it comes to considering the word “value”. ... However, by focusing purely on short-term cost, we ignore the potential long-term benefits that other organisations could deliver....

Let us take the example of a local authority seeking to hire an organisation to renovate some social housing. There are two bidders. One will simply renovate the social housing, but another will not only do that but take on long-term unemployed people and teach them skills in the construction sector. It will go out to local schools and provide hands-on training so that children learn about the sector. Yet provided that it costs less, the first bidder will often get the contract. That is simply narrow-minded....

In the long term, that is far more valuable than merely paying to renovate a few houses, it is more cost-effective for the taxpayer and it is more beneficial to our communities. In short, it is a better deal, but to get that better deal, we must be willing to consider all the aspects of value, not merely a narrow few ... Forward-thinking commissioners across local authorities and the public sector have been considering the wider social, economic and environmental benefits that such contracting attitudes and approaches can generate, which is a big step forward in realising truly intelligent commissioning.

Fine words, but more than that; all three major parties have signed on to the notion, and the Bill in some form will probably go through next year.

Here’s a question for you to ponder: do we really want to see the English outdoing us in both cricket and advanced social legislation?

[Back to Top](#)

16. Community Sector Briefs



Have your say on how to improve grantmaking

Grantseekers are urged to have their say about good and bad practices in grantmaking by filling in the latest Grants in Australia Survey.

The annual survey, available at www.ourcommunity.com.au/grantsurvey2011, seeks to find out how you think you have been treated by grantmakers over the past 12 months.

This year’s survey has a particular focus on online grantseeking. We want to find out what grantmakers are doing well, and how they could improve.

Results will be provided to grantmakers attending the 2011 Best Practice in Grants Management Conference in February, and will be posted online.

[Click here](#) to have your say now.

Hiring people with disabilities

Disability WORKS Australia (DWA) is looking for Victorian not-for-profits that could benefit for at least 16 weeks from the skills of a new graduate.

The DWA graduate program has candidates with a range of qualifications at Certificate III level or above in areas including business administration, law, IT and finance.

While graduates would be pleased to work in their area of expertise, many would also be happy to take on a short term filling role, for example, in order to get some workplace experience and have a chance to secure a good reference for future work.

Program participants can be employed from eight to 38 hours per week, and DWA is prepared to investigate the possibility of subsidising wages for up to 16 weeks of work.

The program is part of the Victorian Government's *Career Start for Graduates with a Disability* program.

DWA emphasises that having a disability does not mean a person is unable to perform all of the requirements of a job. The organisation says that employees with a disability often have better attendance and safety records and higher staff retention rates.

To find out more or to find out how to contact DWA, go to www.dwa.org.au.

New Community Hub opens in Melbourne

A new social hub which aims to give community groups both a physical workspace and opportunities for learning has opened its doors in the heart of Melbourne.

The Hub Melbourne is a facility which provides both individuals and groups with a place they can meet, work or stage events. Beyond that, it also hosts events which provide the chance for groups to learn and to collaborate.

The Hub operates as a social enterprise. It aims to inspire, enable and connect people and organisations to realise positive social change.

Recently the Hub hosted an event featuring respected speakers from the US, UK and Australia talking about how Melbourne can lead a new community-based renaissance.

The Hub is located in Donkey Wheel House, 673 Bourke Street (about 20 metres from Southern Cross Railway Station). For more information, visit: www.hubmelbourne.com.

New paid parental leave rules to start on Jan 1

The Federal Government is set to deliver on its promise of a new paid parental leave scheme for workers throughout Australia, including community sector workers. Workplace lawyer Richard Thompson explains the implications of the new leave for employers:

Coming into force on January 1, 2011, Paid Parental Leave will be paid for a maximum period of 18 weeks at the National Minimum Wage (currently \$569.90 per week).

While the government will fund the scheme through the Family Assistance Office, the funds will be paid to employers who will then have the responsibility to make the payments to the employee in accordance with the employee's normal pay cycle. Funds will be treated as taxable income.

To be eligible for paid parental leave, the child's primary care giver must have worked continuously for at least 10 of the 13 months prior to the birth or adoption of the child, and must have worked for at least 330 hours in that 10-month period. Casuals, contractors and the self-employed all have access to the scheme.

[Click here](#) for more information. Note that this information details the legal minimum requirements and should read in conjunction with any applicable award, certified agreement or common law contract.

If you have any questions about employment law or workplace issues, contact Richard Thompson from the Employment and Workplace Relations Department of Wisewould Mahony Lawyers. There is no charge for an initial discussion about any employment matter. Telephone (03) 9629 8333.



ATO looks at governance, provides induction package for new officers

The Australian Taxation Office (ATO) is inviting not-for-profit organisations to help design a new product aimed at providing governance support for organisations as they approach their tax and superannuation affairs.

The ATO product is described as a "good governance framework" which would help groups ensure they comply with tax and superannuation legislation and have processes in place to review their continued entitlement to tax concessions.

Sessions will be held during February and March next year. Groups interested in participating can register their interest by emailing: STASProjects@ato.gov.au and putting the phrase “Non-profit governance design sessions” in the subject line.

Registrations must be sent by December 22. When registering your interest, be sure to provide your organisation name, Australian business number (ABN), a contact name and a contact phone number.

Also available from the ATO website is an induction package aimed at new treasurers, office bearers or employees involved in the administration of a not-for-profit.

The package – <http://tinyurl.com/2c6ztnh> – informs those new to the roles about the information and services the ATO has to help them.

Reporting awards now open

Entries are now open for the 2011 Australasian Reporting Awards (ARA), with not-for-profits invited to submit their annual reports, benchmark them against ARA criteria and receive recognition for their efforts.

Reports can receive recognition in the Gold, Silver or Bronze Award categories, as well as in a number of special categories including: Sustainability; Governance; Occupational health and safety; Online reporting; and Communication.

For more information on entering the awards, including an online entry form, visit: www.arawards.com.au. Entries close on January 31 next year.

December marketing: Entering the dead zone

The Community Calendar does not appear in *Our Community Matters* this month – that’s because there weren’t really very many events to highlight.

Note to community organisations that struggle to get your voices heard and your events noticed: mid-December might well be your window of opportunity.

Of course, the reason most groups avoid this time of the year is because (a) people are already mega-busy and mega-exhausted at this time of the year so it’s hard to get people to show up and (b) that goes for your staff and volunteers as well – most people’s enthusiasm is at a very low ebb by now.

The upside is that the media tends to go fairly quiet at this time of year: the demand for space is not as great.

If you have an event that could easily fit in with the end-of-year theme, that doesn’t take up too much energy, and has a media-friendly angle (including good pics, preferably ones that can be prepared well in advance by local journos and photographers heading off on leave), now’s your time to strike.



[Back to Top](#)

17. Good Moves: Community Sector Jobs & Board Vacancies

The Community Jobs Centre is the place to find or advertise a community sector job in every state of Australia.

It's free to browse the listings, or to be sent the weekly "Good Moves" jobs listing bulletin, while advertising a job costs only \$30. Visit www.ourcommunity.com.au/jobs

JOB VACANCY LISTINGS (Paid Positions)

Australian Capital Territory

Job Title	Organisation	
Board Director	Australian General Practice Network	Details

New South Wales

Job Title	Organisation	
Volunteer & Client Activities Coordinator	The House of Welcome	Details
Refugee Caseworker	The House of Welcome	Details
Housing & Settlement Coordinator	The House of Welcome	Details

Victoria

Job Title	Organisation	
Invest in the Future - Join the Board of BCG	Birchip Cropping Group	Details
Fundraising Account Manager	The Song Room	Details
Environment Community Development Officer	Hume City Council	Details
MAJOR GIFTS MANAGER	Peter Mac Cancer Foundation / Dakin Mayers	Details
Rural Access Project Officer	Mansfield Shire Council	Details
Relationship Manger	ReLink Australia Inc	Details
Lead Mentor - North West Leaving Care	Whitelion Incorporated	Details
Operations Manager - Readvertised	Housing Resource and Support Service Inc.	Details
Executive Director	Fauna & Flora International Australia / Dakin Mayers	Details

Western Australia

Job Title	Organisation	
Donor Relations Manager	PMH Foundation	Details

www.ourcommunity.com.au/jobs

[Back to Top](#)

The following is a list of the most recent Board/Committee vacancies listed at Our Community. To view other board or Committee vacancies [please click here](#) (This matching service is free)

BOARD/COMMITTEE VACANCY LISTINGS (*Volunteer Positions*)

Australian Capital Territory

Job Title	Organisation	
Secretary, General Board Member	Post & Ante Natal Depression Support & Information Inc	Details

New South Wales

Job Title	Organisation	
General Board Member	Crossroads Foundation	Details
General Board Member	HeadEast Acquired Brain Injury Community Access Service	Details

Northern Territory

Job Title	Organisation	
General Board Member	Ausdance NT	Details

Queensland

Job Title	Organisation	
Secretary	Capalaba Football Club Inc	Details

South Australia

Job Title	Organisation	
Chair, General Board Member, Recruiting for more than one position (including Chair)	Playgroup SA	Details

Tasmania

Job Title	Organisation	
General Board Member	Support Help & Empowerment Inc	Details

Victoria

Job Title	Organisation	
General Board Member	Wingate Avenue Community Centre	Details
Chair, Treasurer, Secretary, General Board Member	Lalor Living & Learning Centre	Details
Audit & Finance Committee chair or member	Association of Independent Retirees (A.I.R.) Limited	Details

www.ourcommunity.com.au/boardmatch

[Back to Top](#)

18. Fast Forward

If you found this newsletter helpful, please feel free to send it on to your friends and fellow community groups in your area. People can sign up to receive their own copy at www.ourcommunity.com.au/signup.

If you would like to reproduce anything in this newsletter in your own newsletters or websites, you are free to do so. Please just add a small credit line, "courtesy of www.ourcommunity.com.au" and a direct link to the www.ourcommunity.com.au site if on a webpage.

If you no longer wish to receive this newsletter, please email service@ourcommunity.com.au and put "Unsubscribe-OCM" in the subject line.

[Back to Top](#)

19. About Our Community

Our Community is a world-leading social enterprise that provides advice and tools for Australia's 600,000 community groups and schools, and practical linkages between the community sector and the general public, business and government.

Our major offerings include:

1. www.ourcommunity.com.au - Australia's most useful website (comprising the online Knowledge Centres) and publishing house - accelerating the impact of Australia's 600,000 community organisations and schools
2. GiveNow.com.au - Helping individuals and businesses give more, give smarter, give better, Give Now!
3. [Australian Institute for Community Practice and Governance](#) - practical and accessible certificated training delivered locally through our training Institute
4. [Australian Institute of Grants Management](#) - the unique suite of grants management services for government
5. [Australian Institute for Corporate Responsibility](#) - cutting edge corporate responsibility resources for large, medium and small business and community organisations

► Read more about us at www.ourcommunity.com.au/aboutus

